

~~SECRET~~

CIA CAREER COUNCIL

37th Meeting

Thursday, 13 December 1956

DCI Conference Room

Present

Harrison G. Reynolds  
Director of Personnel  
Chairman

Robert Amory, Jr.  
DD/I  
Member

Matthew Baird  
Director of Training  
Member

Richard Helms  
Chief of Operations, DD/P  
Alternate for DD/P, Member

Lyman B. Kirkpatrick  
Inspector General  
Member

H. Gates Lloyd  
Assistant Deputy Director (Support)  
Alternate for DD/S, Member

[Redacted]  
Director of Communications  
Member

25X1A9A

25X1A9A

[Redacted]  
DD/Pers/PD  
Executive Secretary

25X1A9A

[Redacted]  
Office of Personnel  
Reporter

~~SECRET~~

~~SECRET~~

## I N D E X

Agenda Item No.	SUBJECT	Page	
1	Approval of Minutes of 36th Meeting . . . . .	1	
2	Competitive Promotion: <span style="border: 1px solid black; display: inline-block; width: 100px; height: 40px; vertical-align: middle;"></span>	1-2	25X1
	Assignment: <span style="border: 1px solid black; display: inline-block; width: 100px; height: 40px; vertical-align: middle;"></span>	1-2	25X1
	Emergency Travel Plan . . . . .	2-3	
3	Language Training - <span style="border: 1px solid black; display: inline-block; width: 70px; height: 20px; vertical-align: middle;"></span> . . . . .	4-11	25X1
4	Candidates Nominated to attend Fixed Quota Schools	<span style="border: 1px solid black; padding: 2px;">Off the record</span>	
	Adjournment. . . . .	11	

~~SECRET~~

~~SECRET~~

. . . . The 37th meeting of the CIA Career Council convened at 3:00 p.m., Thursday, 13 December 1956, in the DCI Conference Room, with Mr. Harrison G. Reynolds presiding . . . .

MR. REYNOLDS: The meeting will please come to order.

Any corrections or comments on the minutes of the 36th meeting, held on 29 November? [No comment.]

If there are no errors, omissions or comments, they stand approved as read.

25X1A9A

[ ] Should we mention these issuances that have come out in the past two weeks?

MR. REYNOLDS: Item 2 is the issuances here of the various competitive promotion regulations which were passed by this Council, including the assignment paper in yellow here, which you have in front of you [ ]

25X1

[ ] The only unfinished business in this connection is a paragraph that I transmitted to the DD/S--and he sent it back to me--on the decision of this Council that the Deputies would settle certain questions among themselves. You will recall that. And the paragraph that I had on this is as follows [reading]:

"4. The assignment of a member of one Career Service to duties under another command jurisdiction requires mutual agreement between the Head of the Career Service and the operating officials concerned. Such assignments should be made for a period of service agreed upon by these officials during which the individual will not be reassigned except by similar agreement. However, it will be understood that upon an employee's completion of that period of service, he will be available for such assignment as the Head of his Career Service may determine."

Now, Colonel White's note on that says [reading]:

"As I recall it, there was some minor disagreement as to the wording of the paragraph in the attached memorandum. To be on the safe side, I would prefer that the Career Council have one more look at it. If the Council approves of it we can then publish a Notice over my signature without bothering the Director."

Any comment on that?

25X1A9A

[ ] This was paragraph 4 in the original draft of the Notice--

25X1

[ ] "Assignments"--which was proposed for Mr. Dulles' signature. The Council decided that it was not appropriate for him to go into that kind of detail. The Council also suggested that it be taken up with Mr. Dulles at the Deputies' meeting.

MR. HELMS: What is paragraph 4?

MR. REYNOLDS: That is what I just read to you. It was originally in that

~~SECRET~~

~~SECRET~~

25X1 yellow paper, [ ] but we took it out, and it was decided that the Deputies themselves should settle that among themselves.

25X1A9A [ ] And put it out as a notice.

MR. REYNOLDS: Put it out as a notice over Colonel White's signature.

25X1A9A [ ] How would it be to circulate this to the members of the Council and then act on this at the next meeting so that everybody can consider the exact wording of it.

MR. REYNOLDS: If that is satisfactory, we will do it that way.

25X1 MR. HELMS: This notice [ ] says it will expire on 1 January 1958, and this is such a philosophical document that it's almost like saying the ten commandments expire on the 1st of January 1958.

MR. KIRKPATRICK: There is a system whereby notices are given a one year's duration so that they don't stay on the books. So on 1 January you can put out another notice saying the same thing but that it will expire the following January. Otherwise we will get, as we had--about 1,000 notices on the books that had never been expired.

MR. LLOYD: If it's permanent then it should be in a regulation.

MR. AMORY: If a notice is good enough to come out the second year somebody ought to put it in regulation form.

MR. REYNOLDS: There is one other piece of business--

25X1A9A [ ] May I mention a point? Unfortunately the printer made a couple of errors in this Regulation [ ] so these two pages will have to be reprinted.

25X1A9A MR. REYNOLDS: Another piece of business that is not on the agenda but I want to report it to the Council--when [ ] was on his recent trip to the European areas he hit upon a plan that the State Department was putting out called an "Emergency Travel Plan." I'll read the first paragraph here.

"The Emergency Travel Plan is intended to minimize the financial burden on the purchaser of the plan in the event of the death or very serious illness of a relative or other named person. The company will pay the transportation cost of the purchaser or designated person (see definition below) from the place of assignment or wherever the purchaser may be located on official duty to the location where the purchaser's attendance is required as a result of the very serious illness or death of a named person and return, subject to a maximum of \$1500.00. In the event of a paid claim the coverage under this policy will terminate and the total premium shall be fully earned."

Our people were very enthusiastic about this.

~~SECRET~~

MR. AMORY: What does the premium run - about?

MR. REYNOLDS: The premium will run about \$50.00. It's on age, Bob. The first names person - \$28.00, and each additional named person - \$12.00. And you can have a family plan for \$50.00.

MR. AMORY: Irrespective of age?

MR. REYNOLDS: Well, it's limited to through age 69. At 70 they will not insure. It means if a man's uncle is awfully sick, he is paid \$50.00 - the insurance company pays the travel out and back.

25X1A9A [ ] Are the criteria established as to when you can use this?

MR. REYNOLDS: This is just a preliminary paper, but this is the definition of a very serious illness [reading]:

"A medical condition which by customary practice of the medical profession in the country in which such medical condition is diagnosed or treated is considered such as to warrant placing the patient on the critical list and such as to warrant a recommendation by the physician that the purchaser should be in attendance."

25X1A9A [ ] This is something that will have to be pretty carefully screened. I know the military get the Red Cross to verify whether this is true--because they do abuse it.

MR. REYNOLDS: This is a preliminary paper, and when they send me the final one I will have it circulated to those offices where it would be of concern.

25X1A9A [ ] Our insurance unit would administer this?

MR. REYNOLDS: That is right.

MR. AMORY: I think if it is acceptable administratively to the Agency then it should come out as an All Employee Notice, and it certainly should go to all overseas employees that you can send it too.

25X1A9A [ ] The same thing would apply here domestically.

MR. AMORY: But considering your round-trip to the West Coast for \$190 bucks, or whatever it is, for air coach--

MR. REYNOLDS: For example, on the "Method of Payment" [reading]:

"This application form provides space to indicate how the funds are to be transferred to the purchaser. The amount advanced will depend upon the zone in which the purchaser is located at the time of claim as follows:

Zone 1	Central and North America, West Indies, Puerto Rico, Hawaii, Alaska and Canada . . . . .	\$250
Zone 2	Europe . . . . .	\$500
Zone 3	Near East and Africa . . . . .	\$750
Zone 4	Australia, New Zealand and Far East . . . . .	\$1000 "

~~SECRET~~

~~SECRET~~

MR. REYNOLDS: The next item is the language training paper, Regulation 25-115 - Language Development Program. I'll read this memorandum from the Committee:

"1. The Staffs of the DD/I, and of the DD/S, the General Counsel, and Regulations Control Staff concur in the publication of [redacted] The Staff of the DD/P requests an addition to paragraph 1c, subsection (8) on page 5 to read as follows:

25X1

'(8) Where appropriate the contracts of contract employees may be amended to make provision for language development awards.' "

25X1A9A [redacted] You would have to change another paragraph, wouldn't

you, as far as anybody who has not applied for the Career Staff?

25X1A9A [redacted] That paragraph 1c(7) of the proposed [redacted] says

25X1

"when eligible." These people don't become eligible, therefore they wouldn't be barred.

MR. HEIMS: I don't think it is an inconsistency.

25X1A9A [redacted]: This was just concerning the contract people?

25X1A9A [redacted] This is really permissive, but it establishes a permissive

policy. It lets the contract employees participate who are pretty closely integrated in the operation--so that they're not barred because of some arbitrary status kind of situation.

MR. BAIRD: It has a positive value. It gives a little more stimulus.

MR. REYNOLDS: Then, if I may go on with this, [reading]

[redacted]

25X1

"3. A clarification of paragraph 1c(4)(a) as shown on the attached page 4 is proposed."

Now, that is all. Rud has sat in on this entire thing.

25X1A9A [redacted] Just cleaning up the language, really.

MR. REYNOLDS: Is Gates the one to name the Committee?

25X1A9A [redacted] A representative of each Deputy and of the Director of Training and of the Director of Personnel will sit on it.

MR. REYNOLDS: We were asked to name a Committee to administer this performance, and each Deputy and the Director of Training and the Director of Personnel are asked to name a representative. [redacted] has done so much work on it, so I ask that he be named as the Personnel member, if that is satisfactory to you, Gates?

25X1A9A

MR. AMORY: I'd like to nominate Von, but having the privilege of having

[redacted] too--one for the technical side of the linguistics involved and the

25X1A9A

~~SECRET~~

other for the basic policy administration. But Von has been through it from soup to nuts, and for continuity sake I'd rather name him as my principal.

MR. BAIRD: Jay will be fine six months from now.

MR. AMORY: So that if the meeting deals with Swahili, or something like that--

MR. KIRKPATRICK: In this meeting I chaired the other day we felt that non-technicians as regular members were desirable, rather than putting technicians like [ ] on it, who are enmeshed in the details. We think this Committee should have a broad look at it.

[ ] Of course, the Committee is only advisory to the Director of Training, in any case.

MR. HELMS: I'd like to nominate [ ] from the DD/P, but Walter [ ] will sit ad interim because [ ] is so tied up on another job, and it will be sometime before he can devote any time to it. But [ ] is able to take over.

MR. BAIRD: I'd like to nominate [ ] if it's all right with the DD/S.

[ ] will, then, become the Chairman of the Committee, isn't that correct?

MR. BAIRD: Yes, the way this is written.

MR. AMORY: Can I address myself to a matter of substance? I would like to propose a brief amendment to (b)(2), right under your typed amendment. I realize that this paper has been debated ad nauseum and do this with some deference, but I was very troubled when I read that this morning, that it could well be interpreted, and the important thing is that it would be interpreted by a lot of readers--maybe not by the Committee--as barring, for example, a fellow like [ ]--to take one

of my people--who is in [ ] as an intelligence officer, but you can very well say a major basis for his employment is a fluency in German, but he should get the maintenance business on it. Therefore, what I would merely do is accept the subparagraph as written but change the first four words in the second line to read "the primary reason for"--in other words, "a major basis" is too little. That's all right where a guy is hired as an interpreter, he's hired just for that, but not where the guy is an intelligence officer whose language is a make way. I don't think it would change the substance of what the Committee had in mind.

MR. KIRKPATRICK: Actually, it sharpens the thing.

~~SECRET~~

~~SECRET~~

MR. AMORY: I first was against the whole paragraph, but after I thought it over--if you just strike the words "a major basis of" and substitute "the primary reason for..."

MR. HELMS: Mr. Chairman, there's just one point I'd like to raise here in connection with paragraph b under Proposed Action on the cover memorandum to the Career Council dated 11 December. It says the appointment of a Committee with instructions to finish the remaining notice on schedule of awards by 2 January. If I may suggest, that is an awfully tight date, to get this Committee organized and actually get all of this out, and if the Council would not think it unsuitable, since we have launched the program and have gotten the Committee in being, if we could use some language such as "as soon as possible"?

MR. BAIRD: You wouldn't like to put "as soon as possible" with an ultimate deadline?

MR. HELMS: Yes, by 1 February, then - just as long as we give them time to do a proper job.

MR. REYNOLDS: Is 1 February satisfactory with the Committee? "As soon as possible but not later than 1 February."

25X1A9A  May I ask this, though, that on 2 January the notice and regulations come out?

MR. HELMS: There is no objection to that at all.

MR. AMORY: Now I'd like to address myself to that. I feel very strongly that we will lose the impact of this if we don't issue what they have in draft form as  with the summary of dollar awards in it. They're going to say, "What are they talking about? An \$18.75 war bond? Or are they talking about money?"

MR. LLOYD: That was the reason for the 2 January date--

MR. AMORY: Then I guess I am really addressing myself to the last point. But the Committee ought to be able to do that in summary form. A particular language or various dialects would be a matter for continuing review and ad hoc decision by the Committee--but obviously you are not going to come up with a comprehensive list by 1 February, either, that is going to stand for all time. But I suggest we don't issue anything, including the Director's notice, until there are some dollars in it. That is point 1 that I make.

MR. HELMS: Do that again?

MR. AMORY: The first point is that as a matter of principle, in order to

~~SECRET~~



~~SECRET~~

get the best "whammy" on this, we want the initial issue to include at least a portion or an annex or supplement that sets forth in general terms the dollar amounts.

25X1A9A  Establish the bait.

MR. KIRKPATRICK: I have a suggestion, then, Bob. I think we might be realistic about this by starting processing these papers through the Director but wait and issue the whole thing in a completed package, rather than waiting for a summation of what the dollar values will be. In other words, what I am saying is we now agree on this regulation, but let's go through our normal time period to make sure there are no afterthoughts, but let's get it to the Boss, because we have to assume he might have views on this and might want to change it here or there. But let's get it through the Boss - because we can't assume he is going to sign something the very day that we get it to him. Let's get the Committee to work on the regulation which follows, and then process that through the Boss, and then put the whole package out simultaneously. I set the 2 January figure simply because it was the start of a new year, but I agree with you - let's tell them what this means when we put it out. This regulation might mean something to us but to the average employee it doesn't mean very much, because he doesn't know an "achievement award" or a "maintenance award."

MR. HELMS: That all makes good sense to me, Kirk, with the understanding that the Committee realizes what we are asking for is a very general breakdown rather than getting down to the individual languages. I think people were worrying about this length of time to sort out all of these languages.

MR. KIRKPATRICK: That is something that will be a continual process. All they need initially is to get a general grouping of those languages.

MR. AMORY: May I make a suggestion--and this is a proposal from ignorance, I'm afraid--but I think if you had three categories it would be better understood. One would be the languages based on the Latin alphabet; one would be the languages based on a non-Latin alphabet; and one would be the languages without an alphabet, i.e., characters--for instance, Urdu and some of those that use characters or hieroglyphics are even harder than Chinese or Japanese. The more you can make your basic definition self-administering, the less grief you're going to have because of somebody figuring he got a raw deal because of some classification. I only suggest that to you.

25X1A9A  Isn't Arabic one of the more difficult languages?

~~SECRET~~

MR. KIRKPATRICK: Now this is exactly what we want this Committee to tell us. I'd like to add to your suggestion, Bob--which I think we all agree with--at this meeting Monday, at which we were asked to reach an agreement--and the agreement had been reached by that time, anyway--with Rud, [REDACTED] 25X1A9A

25X1A9A [REDACTED]--I thought it was extremely important that prior to our launching this finally onto the Agency, that this Council should know pretty thoroughly and accurately what the problem of administering this program was and exactly what burden was going to fall on the Office of Training and what burden would fall on the Office of Personnel, and what burden on the Deputies--because if we want to look at ourselves in self-criticism, the major criticism I've heard throughout the Agency, abroad and at home, on the Career Service Program, was that we launched it like a sky rocket and they heard the "boom" but then it was years later before anything actually materialized that they saw. And I'd hate to have this program do the same thing. And I think if we are going to have to gear up Matt's shop or the Office of Personnel with additional people to process the papers out and in, it would be a terrible thing if it took longer than a year to put this program into effect--which it might very well do with the volume involved. So I think one thing this Committee should do, and bring back to us as it can, is a pretty accurate statement of what they anticipate in the way of how to administer this program: how to apply the tests, how to do it in the field, how many pieces of paper it's going to take going to the average field station, to do it--this could put a big burden on a field station, 25X1A6A particularly a big one and particularly a complicated station like the [REDACTED] where you have a lot of languages going, which is not like [REDACTED] where you have 25X1A6A

25X1 [REDACTED] or other South American stations where all you have is Spanish.

MR. AMORY: Let me address myself to that a minute. I think this ought to get going fast, and rather than lose a few of the Government's bucks I'd rather have a few instances of inequities but get this going. I think the basic definitions that are in this draft are very good.

MR. KIRKPATRICK: I'm not getting through. I don't mean I want an air-tight system. We want the simplest possible system. We don't want a complicated system. We want to, as much as possible, take the individual's word for it, plus his chief's certification, particularly on this business of whether he learned it voluntarily or by direction of the Agency--because if we have to go through a bunch

~~SECRET~~

~~SECRET~~~~CONFIDENTIAL~~

of certifications and signing in 13 different forms, we may well end up with an administrative problem that is almost insurmountable. So that is one thing this Committee can do, they can decide on the simplest possible way to administer it.

MR. BAIRD: I would like--and I know we want to get this thing going, but

EE Division and OTR arrived at an agreement to send [ ] in January to 25X1A9A  
25X1A6A [ ]

. He will survey this whole program as to what it means to EE Division - in the field. There is more language training going on in that area than in any other place I know of, and I think after he has done that we will be in a much better position to know what burden it would be in the field. But it's going to take him six or eight weeks.

MR. KIRKPATRICK: I'm not saying that before we launch it we have to have it all cut and dried, but we should have a pretty good idea, so we aren't once again launching a rocket that is going to burst with a loud flare--

MR. AMORY: Couldn't we, subject to the Committee's proving it is not feasible, say this would become effective with FY 1958? And then retroactive payments could be made, so that if a man was out in [ ] and couldn't get around 25X1A6A for the testing, it would be retroactive for him. I'm not asking for any firm agreement--

MR. KIRKPATRICK: But why not 1 January even if you don't launch it until February? I mean, the fact that you announce it on 1 February doesn't mean that the achievement awards can't be granted for the calendar year.

MR. AMORY: At least make it arithmetical or the Comptroller is going to go nuts.

MR. KIRKPATRICK: That is another important thing--and that is why I am interested in the administrative burden, because our Comptroller might have changes in, say, 3,000 paychecks.

25X1A6A [ ] They get it once a year. The payments are once a year.

MR. LLOYD: They're annual awards.

MR. AMORY: For instance, 6 $\frac{1}{2}$ % isn't going to be deducted for retirement, but I guess you would have to deduct State and Federal income tax.

MR. KIRKPATRICK: That is one of the points I want to see cleared up. We ought to get the General Counsel's views on what is deductible.

25X1A9A [ ] I believe we can shoot for publication or for launching this, together with the Director's notice, as of 1 February or before. I suggest the Council has tentatively scheduled meetings in January, so a preliminary report

~~SECRET~~~~CONFIDENTIAL~~

~~SECRET~~~~CONFIDENTIAL~~

from the Committee could be made to the Council--

MR. KIRKPATRICK: On 10 January--

25X1A9A

[ ] Or 17 January, or whatever it is, so that we can then actually put this thing on the press as of 1 February, so that it at least is announced, including the dollar value. But I don't think all of the administrative complexities can be solved.

MR. KIRKPATRICK: If we don't solve them let's at least know what they are.

25X1A9A

[ ] I have a question on this. I agree with the DD/P's proposal that "achievement awards will not be made for foreign language proficiency possessed by the individual as of the date of this regulation, or at a subsequent date of entrance on duty" - but I can't tell from this regulation whether or not a maintenance award couldn't be given annually to an individual who achieved proficiency before the date of this regulation.

MR. KIRKPATRICK: Oh, yes it can.

25X1A9A

[ ]: Then if it can--

25X1A9A [ ] They will get the maintenance but not the achievement.

25X1A9A

[ ]: But you don't have to have an achievement award, then, before you get a proficiency award?

MR. KIRKPATRICK: Some people will get maintenance awards who will never get an achievement award, because they brought the language with them.

MR. REYNOLDS: Any further questions?

MR. KIRKPATRICK: Just one. On the Director's notice - by this language does it mean that as an example to the Agency the members of the Career Council should all be able to speak French, German, Spanish and Russian?

25X1A9A

[ ] Maybe we should say "or" instead of "and." Or "at least one or more of the following languages..."

MR. AMORY: When I think of all these people around here that push decca records around--to raise it above one gets it into the sublime.

25X1A9A

[ ] In this Notice [ ] which is to be signed by the Director, in paragraph 2, 5th line down, it says: "In view of this situation I need the cooperation of all of you including operating officials to solve this problem." It seems to me the "operating officials" is superfluous there.

25X1

MR. LLOYD: How about omitting "including operating officials"? The sentence beginning, "Firstly, I am asking...." is all right, but I question the "firstly." It's all right to say "secondly" in the next sentence, but I don't know

~~SECRET~~~~CONFIDENTIAL~~

~~SECRET~~

~~CONFIDENTIAL~~

about that "firstly."

MR. REYNOLDS: Any further questions?

25X1A9A

[ ]: So we cut out this "including operating officials" - is that right?

MR. REYNOLDS: Yes.

We will go ahead as you direct, then. Rud is wearing two hats here, so he's pretty well instructed.

25X1A9A

[ ] May I give each member of the Committee a copy of the transcript of this meeting? If they can read this discussion on the language problem it will help very much.

MR. REYNOLDS: Yes, they can have it.

. . . Off the record . . .

. . . The meeting adjourned at 4:50 p.m. . . .

~~SECRET~~

~~CONFIDENTIAL~~